

**Higher Education - Administrative Accountability Report  
Special Provisions, Sec. 5 - Fiscal Year 2022**

**The University of Texas Southwestern Medical Center**

Institution Code: 729

A Name	B Position	C Funding Source	D Salary (9.1.2021)	E Percentage Salary Increase Over Prior Year	F Nonsalary Benefits FY 2022						L Total Compensation	M Explanation / Comments
					F Cash Bonuses	G Practice Plan Benefits	H Housing Allowance	I Car Allowance	J Other	K Non-Cash Compensation		
Podolsky, Daniel	President	Designated	\$1,857,560	45.21%								FY22 Incentive (\$141,647); Phone (\$720) Non-Cash Compensation is parking Also has faculty appointment
		General Revenue	\$65,945	0.00%								
		Restricted	\$27,648	42.98%								
			<u>\$1,951,153</u>	<u>42.99%</u>	<u>\$0</u>	<u>\$348,460</u>	<u>\$0</u>	<u>\$0</u>	<u>\$142,367</u>	<u>\$2,907</u>	<u>\$2,444,887</u>	
Warner, John	Executive Vice President, Health System Affairs	Designated	\$770,713	14.40%								Deferred Compensation (\$100,000); Incentive Compensation based on FY21 actual (\$140,000); Phone (\$720); Non-Cash Compensation is parking Also has faculty appointment
Chung, Dai	Chief Medical Officer of the Children's Health System of Texas - UTSW Joint Pediatric Enterprise	Designated	\$889,400	-12.27%								Incentive Compensation based on FY21 actual (\$150,000); Phone (\$720) Also has faculty appointment
		General Revenue	\$140,600	100.00%								
			<u>\$1,030,000</u>	<u>1.60%</u>	<u>\$0</u>	<u>\$200,000</u>	<u>\$0</u>	<u>\$0</u>	<u>\$150,720</u>	<u>\$0</u>	<u>\$1,380,720</u>	
Lee, Wei-Ping	Executive Vice President, Academic Affairs and Provost, UTSW Medical School	Designated	\$850,399	20.37%								Incentive Compensation based on FY21 actual (\$67,500); Phone (\$720); Non-Cash Compensation is parking Also has faculty appointment
		General Revenue	\$0	-100.00%								
			<u>\$850,399</u>	<u>10.08%</u>	<u>\$0</u>	<u>\$80,000</u>	<u>\$0</u>	<u>\$0</u>	<u>\$68,220</u>	<u>\$2,907</u>	<u>\$1,001,526</u>	
Arteaga, Carlos	Associate Dean, Oncology Programs	Designated	\$118,942	433.90%								Incentive Compensation based on FY21 actual (\$68,200); Phone (\$720); Non-Cash Compensation is parking Also has faculty appointment
		General Revenue	\$278,416	-23.41%								
		Restricted	\$367,542	3.00%								
			<u>\$764,900</u>	<u>3.00%</u>	<u>\$0</u>	<u>\$75,000</u>	<u>\$0</u>	<u>\$0</u>	<u>\$68,920</u>	<u>\$2,907</u>	<u>\$911,727</u>	
Nivet, Marc	Executive Vice President, Institutional Advancement	Designated	\$612,726	14.40%								Deferred Compensation (\$75,000); Incentive Compensation based on FY21 actual (\$83,926.66); Non-Cash Compensation is parking Also has faculty appointment
Madden, Christopher	Vice President and Chief Operating Officer, Medical Group	Designated	\$595,500	3.98%								Incentive Compensation based on FY21 actual (\$83,300); Phone (\$720); Non-Cash Compensation is parking Also has faculty appointment
		Restricted	\$0	-100.00%								
			<u>\$595,500</u>	<u>2.99%</u>	<u>\$0</u>	<u>\$116,000</u>	<u>\$0</u>	<u>\$0</u>	<u>\$84,020</u>	<u>\$1,505</u>	<u>\$797,025</u>	

**Higher Education - Administrative Accountability Report  
Special Provisions, Sec. 5 - Fiscal Year 2022**

**The University of Texas Southwestern Medical Center**

Institution Code: 729

A Name	B Position	C Funding Source	D Salary (9.1.2021)	E Percentage Salary Increase Over Prior Year	F G H I J K Nonsalary Benefits FY 2022						L Total Compensation	M Explanation / Comments	
					F Cash Bonuses	G Practice Plan Benefits	H Housing Allowance	I Car Allowance	J Other	K Non-Cash Compensation			
Daniel, William	Vice President and Chief Quality Officer	Designated	\$512,600	4.00%		\$100,000				\$154,165	\$2,907	\$769,672	Deferred Compensation (\$50,000); Incentive Compensation based on FY21 actual (\$104,165); Non-Cash Compensation is parking Also has faculty appointment
Girod, Carlos	Associate Vice President, Parkland Health and Hospital System Affairs	Designated	\$453,500	3.00%		\$125,000				\$95,886	\$1,505	\$675,891	Incentive Compensation based on FY21 actual (\$95,125.70); Phone (\$720); Non-Cash Compensation is parking Also has faculty appointment
Peterson, Eric	Vice Provost and Senior Associate Dean for Clinical Research	Designated	\$393,975	51.80%		\$150,000				\$50,000	\$2,907	\$596,882	Deferred Compensation (\$50,000)
		General Revenue	\$0	-100.00%								\$0	Hired on 11-1-20
		Restricted	\$69,525	-2.01%								\$69,525	Also has faculty appointment
			<u>\$463,500</u>	<u>3.00%</u>		<u>\$0</u>	<u>\$150,000</u>	<u>\$0</u>	<u>\$0</u>	<u>\$50,000</u>	<u>\$2,907</u>	<u>\$666,407</u>	
Mitchell Jr., Mack	Vice President, Medical Affairs	Designated	\$449,921	16.33%		\$137,917				\$45,720	\$2,907	\$636,465	Incentive Compensation based on FY21 actual (\$45,000); Phone (\$720); Non-Cash Compensation is parking Also has faculty appointment
		Restricted	\$25,939	-65.52%								\$25,939	Also has faculty appointment
			<u>\$475,860</u>	<u>3.00%</u>		<u>\$0</u>	<u>\$137,917</u>	<u>\$0</u>	<u>\$0</u>	<u>\$45,720</u>	<u>\$2,907</u>	<u>\$662,404</u>	
Thiele, Dwain	Vice Provost and Sr. Associate Dean, Faculty Affairs and Initiatives	Designated	\$402,400	2.99%		\$205,000					\$2,907	\$610,307	Non-Cash Compensation is parking Also has faculty appointment
Bloom, Steven	Associate Dean, Clinical Sciences	Designated	\$484,400	19.89%		\$50,000				\$39,520	\$2,907	\$576,827	Incentive Compensation based on FY21 actual (\$38,800); Phone (\$720); Non-Cash Compensation is parking Also has faculty appointment
		General Revenue	\$0	-100.00%								\$0	Also has faculty appointment
			<u>\$484,400</u>	<u>3.00%</u>		<u>\$0</u>	<u>\$50,000</u>	<u>\$0</u>	<u>\$0</u>	<u>\$39,520</u>	<u>\$2,907</u>	<u>\$576,827</u>	
Meyer, Mark	Health System Chief Financial Officer	Designated	\$448,050	12.87%		\$90,000				\$33,320	\$1,505	\$572,875	Incentive Compensation based on FY21 actual (\$33,320); Non-Cash Compensation is parking
Fitz, John Gregory	Special Assistant to the President	Designated	\$562,500	2.93%						\$720	\$2,907	\$566,127	Phone (\$720); Non-Cash Compensation is parking Also has faculty appointment
Nwariaku, Ohwofiemu	Associate Dean, Global Health	Designated	\$442,754	0.00%		\$60,000				\$19,470	\$1,505	\$523,729	Incentive Compensation based on FY21 actual (\$18,750); Phone (\$720); Non-Cash Compensation is parking Also has faculty appointment
		Restricted	\$37,246	0.00%								\$37,246	Also has faculty appointment
			<u>\$480,000</u>	<u>0.00%</u>		<u>\$0</u>	<u>\$60,000</u>	<u>\$0</u>	<u>\$0</u>	<u>\$19,470</u>	<u>\$1,505</u>	<u>\$560,975</u>	

**Higher Education - Administrative Accountability Report  
Special Provisions, Sec. 5 - Fiscal Year 2022**

**The University of Texas Southwestern Medical Center**

Institution Code: 729

A Name	B Position	C Funding Source	D Salary (9.1.2021)	E Percentage Salary Increase Over Prior Year	F G H I J K Nonsalary Benefits FY 2022						L Total Compensation	M Explanation / Comments	
					F Cash Bonuses	G Practice Plan Benefits	H Housing Allowance	I Car Allowance	J Other	K Non-Cash Compensation			
Ginsburg, Charles	Vice Provost and Sr. Associate Dean, Education	Designated	\$240,720	3.00%			\$150,000				\$2,907	\$393,627	Non-Cash Compensation is parking
		Restricted	\$160,480	3.00%								\$160,480	Also has faculty appointment
			\$401,200	3.00%	\$0	\$150,000	\$0	\$0	\$0	\$0	\$2,907	\$554,107	
Schneider, Marcia	Chief Strategy Officer and Vice President, Health System Strategy and Business Development	Designated	\$401,700	4.00%			\$75,000			\$62,475	\$2,907	\$542,082	Incentive Compensation based on FY21 actual (\$62,475); Non-Cash Compensation is parking
Serber, Michael	Vice President, Finance and Institutional Chief Financial Officer	Designated	\$328,879	3.00%			\$80,500			\$123,220	\$2,907	\$535,506	Deferred Compensation (\$70,000); Incentive Compensation based on FY21 actual (\$52,500); Phone (\$720); Non-Cash Compensation is parking
Toomay, Seth	Associate Vice President and Health System Chief Medical Officer	Designated	\$412,000	3.00%			\$80,000			\$41,650		\$533,650	Incentive Compensation based on FY21 actual (\$41,650) Also has faculty appointment
McCulley, Becky	Vice President, Clinical Programs and Facility Development	Designated	\$386,250	3.00%			\$40,000			\$92,350	\$2,907	\$521,507	Incentive Compensation based on FY21 actual (\$91,630); Phone (\$720); Non-Cash Compensation is parking
Rege, Robert	Associate Dean, Undergraduate Medical Education	Designated	\$137,182	-55.68%						\$720	\$2,907	\$140,809	Phone (\$720); Non-Cash Compensation is parking
		General Revenue	\$357,391	109.44%								\$357,391	Also has faculty appointment
		Restricted	\$17,026	3.00%								\$17,026	
			\$511,600	3.00%	\$0	\$0	\$0	\$0	\$720	\$2,907	\$515,227		
Capers, Quinn	Associate Dean, Faculty Diversity	Designated	\$433,500	2.00%							\$745	\$434,245	Non-Cash Compensation is parking
		General Revenue	\$76,500	2.00%								\$76,500	Hired 12-1-20
			\$510,000	2.00%	\$0	\$0	\$0	\$0	\$0	\$745	\$510,745	Also has faculty appointment	
Ibrahim, Hicham	Associate Vice President and Chief Medical Officer, Ambulatory Services	Designated	\$360,500	3.00%			\$100,000			\$33,320		\$493,820	Incentive Compensation based on FY21 actual (\$33,320) Also has faculty appointment
Toto, Robert	Associate Dean, Translational Science	Designated	\$155,386	17.06%			\$75,000			\$17,500	\$2,907	\$250,793	Incentive Compensation based on FY21 actual (\$17,500); Non-Cash Compensation is parking
		General Revenue	\$76,220	-17.60%								\$76,220	Also has faculty appointment
		Restricted	\$149,494	3.27%								\$149,494	
			\$381,100	3.00%	\$0	\$75,000	\$0	\$0	\$17,500	\$2,907	\$476,507		
Slocum, Cameron	Vice President and Chief Operating Officer, Academic Affairs	Designated	\$331,875	3.00%			\$70,000			\$59,362	\$2,907	\$464,144	Incentive Compensation based on FY21 actual (\$58,642); Phone (\$720); Non-Cash Compensation is parking

**Higher Education - Administrative Accountability Report  
Special Provisions, Sec. 5 - Fiscal Year 2022**

**The University of Texas Southwestern Medical Center**

Institution Code: 729

A Name	B Position	C Funding Source	D Salary (9.1.2021)	E Percentage Salary Increase Over Prior Year	F G H I J K Nonsalary Benefits FY 2022						L Total Compensation	M Explanation / Comments	
					F Cash Bonuses	G Practice Plan Benefits	H Housing Allowance	I Car Allowance	J Other	K Non-Cash Compensation			
Conaway, Joan	Vice Provost and Dean of Basic Research	Designated	\$350,000	0.00%		\$110,000				\$2,907	\$462,907	Non-Cash Compensation is parking Hired 7-1-21 Also has faculty appointment	
Matulevicius, Susan	Assistant Dean, Faculty Wellness	Designated	\$354,500	3.99%		\$40,000			\$60,593	\$745	\$455,838	Incentive Compensation based on FY21 actual (\$60,593); Non-Cash Compensation is parking Also has faculty appointment	
Glazer, Craig	Associate Vice President and Chief Medical Officer, University Hospitals	Designated	\$338,000	4.00%		\$60,000			\$49,653		\$447,653	Incentive Compensation based on FY21 actual (\$49,653) Also has faculty appointment	
Hernandez, Susan	Associate Vice President and Chief Nursing Executive	Designated	\$336,495	4.00%		\$65,000			\$41,650	\$1,505	\$444,650	Incentive Compensation based on FY21 actual (\$41,650); Non-Cash Compensation is parking	
Poole, Russell	Vice President, Information Resources	Designated	\$370,800	14.69%		\$60,000				\$2,907	\$433,707	Non-Cash Compensation is parking Hired 10-1-20	
		General Revenue	\$0	-100.00%							\$0	\$0	
			\$370,800	3.00%		\$0	\$60,000	\$0	\$0	\$0	\$2,907	\$433,707	
Reed, William Gary	Associate Dean, Quality, Safety and Outcomes Education	Designated	\$256,455	18.14%		\$72,000			\$23,287	\$2,907	\$354,649	Incentive Compensation based on FY21 actual (\$23,287); Non-Cash Compensation is parking Also has faculty appointment	
		General Revenue	\$16,042	112.65%							\$16,042	\$16,042	
		Restricted	\$58,003	-39.75%								\$58,003	
			\$330,500	2.99%		\$0	\$72,000	\$0	\$0	\$23,287	\$2,907	\$428,694	
Sine, Erin	Vice President, Legal Affairs	Designated	\$350,000	0.00%		\$60,000			\$15,000	\$2,907	\$427,907	Deferred Compensation (\$15,000); Non-Cash Compensation is parking Promotion effective 9-1-21	
Browne, Janelle	Vice President and Chief HR Officer	Designated	\$360,500	3.00%		\$40,000			\$24,000	\$2,907	\$427,407	Incentive Compensation based on FY21 actual (\$24,000); Non-Cash Compensation is parking	
Rauschuber, Mark	Associate Vice President and Chief Information Officer, Health System	Designated	\$317,577	3.50%		\$33,100			\$71,557	\$1,505	\$423,739	Deferred Compensation (\$30,000); Incentive Compensation based on FY21 actual (\$41,557); Non-Cash Compensation is parking	
Rutherford, John	Vice President, Clinical Operations	Designated	\$190,055	-22.70%		\$101,200			\$720	\$2,907	\$294,882	Phone (\$720); Non-Cash Compensation is parking Also has faculty appointment	
		General Revenue	\$75,168	545.22%							\$75,168	\$75,168	
		Restricted	\$48,777	2.99%								\$48,777	80% FTE
			\$314,000	2.99%		\$0	\$101,200	\$0	\$0	\$720	\$2,907	\$418,827	

**Higher Education - Administrative Accountability Report  
Special Provisions, Sec. 5 - Fiscal Year 2022**

**The University of Texas Southwestern Medical Center**

Institution Code: 729

A Name	B Position	C Funding Source	D Salary (9.1.2021)	E Percentage Salary Increase Over Prior Year	F Nonsalary Benefits FY 2022						L Total Compensation	M Explanation / Comments			
					G Cash Bonuses	H Practice Plan Benefits	I Housing Allowance	J Car Allowance	K Other	K Non-Cash Compensation					
Scott, Daniel	Assistant Dean, Simulation and Student Integration GME	Designated	\$264,293	-9.99%							\$720	\$745	\$295,758	Phone (\$720)	
		General Revenue	\$119,815	46.89%										\$119,815	Non-Cash Compensation is parking Also has faculty appointment
		Restricted	\$2,392	100.00%										\$2,392	
			<u>\$386,500</u>	<u>3.01%</u>	<u>\$0</u>	<u>\$30,000</u>	<u>\$0</u>	<u>\$0</u>	<u>\$720</u>	<u>\$745</u>			<u>\$417,965</u>		
Bartolome, Sonja	Associate Vice President, Ambulatory Quality Outcomes	Designated	\$366,600	3.50%							\$30,910		\$397,510	Incentive Compensation based on FY21 actual (\$30,910) Also has faculty appointment	
Velez, Larissa	Associate Dean, Graduate Medical Education	Designated	\$314,456	11.62%							\$720		\$360,176	Phone (\$720)	
		General Revenue	\$36,544	-37.30%										\$36,544	Also has faculty appointment
			<u>\$351,000</u>	<u>3.24%</u>	<u>\$0</u>	<u>\$45,000</u>	<u>\$0</u>	<u>\$0</u>	<u>\$720</u>	<u>\$0</u>				<u>\$396,720</u>	
Wingate, Michele	Associate Vice President, Finance Practice Plan	Designated	\$325,000	0.00%							\$20,000	\$1,505	\$396,505	Incentive Compensation based on FY21 actual (\$20,000) Hired 7-5-21	
Rubio, Augustin	Associate Vice President and Chief Operating Officer, University Hospitals	Designated	\$304,500	5.00%							\$38,720	\$1,505	\$394,725	Incentive Compensation based on FY21 actual (\$38,000); Phone (\$720); Non-Cash Compensation is parking	
Marin-Hill, Angelica	Vice President, Government Affairs and Policy	Designated	\$286,171	3.00%							\$25,720	\$2,907	\$392,048	Deferred Compensation (\$25,000); Phone (\$720); Non-Cash Compensation is parking	
Billings, Amanda	Vice President, Development and Alumni Relations	Designated	\$0	0.00%							\$53,500	\$2,907	\$133,657	Deferred Compensation (\$25,000); Incentive Compensation based on FY21 actual (\$28,500); Non-Cash Compensation is parking	
		Restricted	\$252,621	3.00%											\$252,621
			<u>\$252,621</u>	<u>3.00%</u>	<u>\$0</u>	<u>\$77,250</u>	<u>\$0</u>	<u>\$0</u>	<u>\$53,500</u>	<u>\$2,907</u>					<u>\$386,278</u>
Kloeckler-Thornton, Kelly	Associate Vice President, Revenue Cycle Operations	Designated	\$282,914	10.62%							\$44,990	\$1,505	\$379,409	Deferred Compensation (\$20,000); Incentive Compensation based on FY21 actual (\$24,990); Non-Cash Compensation is parking	
Wyatt, David	Associate Vice President, Chief Nursing Officer	Designated	\$288,400	3.00%							\$30,000	\$1,505	\$369,905	Incentive Compensation based on FY21 actual (\$30,000); Non-Cash Compensation is parking	
Wilson, Valla	Vice President, Internal Audit	Designated	\$303,877	3.00%								\$2,907	\$366,784	Non-Cash Compensation is parking	
Ramello, Natalie	Vice President, Institutional Compliance	Designated	\$298,700	3.00%							\$17,500	\$2,907	\$365,107	Incentive Compensation based on FY21 actual (\$17,500); Non-Cash Compensation is parking	
Spencer, Joshua	Associate Vice President and Chief Technical Officer	Designated	\$315,180	2.00%							\$27,800	\$1,505	\$364,485	Incentive Compensation based on FY21 actual (\$27,800); Non-Cash Compensation is parking	

## Higher Education - Administrative Accountability Report Special Provisions, Sec. 5 - Fiscal Year 2022

### The University of Texas Southwestern Medical Center

Institution Code: 729

A	B	C	D	E	F						L	M	
Name	Position	Funding Source	Salary (9.1.2021)	Percentage Salary Increase Over Prior Year	Nonsalary Benefits FY 2022						Total Compensation	Explanation / Comments	
					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation			
Dowling, Karen	Associate Vice President, Pediatric Services	Designated	\$300,000	0.00%		\$25,000				\$25,000	\$1,505	\$351,505	Incentive Compensation based on FY21 actual (\$25,000); Non-Cash Compensation is parking Hired 5-1-21
Taylor, Kyle	Associate Vice President, Clinical Cancer Programs	Designated	\$288,400	3.00%		\$50,000				\$10,720	\$1,505	\$350,625	Incentive Compensation based on FY21 actual (\$10,000); Phone (\$720); Non-Cash Compensation is parking Hired 3-1-21
Davis, Walter Byron	Associate Vice President, Information Security Officer	Designated	\$293,550	3.00%						\$42,750	\$1,505	\$337,805	Incentive Compensation based on FY21 actual (\$42,750); Non-Cash Compensation is parking
Lai, Ki	Associate Vice President, Chief Data Officer	Designated	\$211,654	-2.97%						\$48,902	\$1,505	\$262,061	Deferred Compensation (\$20,000); Incentive Compensation based on FY21 actual (\$28,902); Non-Cash Compensation is parking
		Service	\$70,552	29.37%								\$70,552	
			<u>\$282,206</u>	<u>3.50%</u>		<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$48,902</u>	<u>\$1,505</u>	<u>\$332,613</u>	
Mihalic, Angela	Dean of Medical Students and Associate Dean, Student Affairs	Designated	\$18,333	2.99%		\$59,000				\$720	\$2,907	\$80,960	Phone (\$720); Non-Cash Compensation is parking
		General Revenue	\$249,767	3.00%								\$249,767	Also has faculty appointment
			<u>\$268,100</u>	<u>3.00%</u>		<u>\$0</u>	<u>\$59,000</u>	<u>\$0</u>	<u>\$0</u>	<u>\$720</u>	<u>\$2,907</u>	<u>\$330,727</u>	
Barker, Blake	Associate Dean, Student Affairs	Designated	\$116,450	1.66%		\$21,000				\$71,022	\$745	\$209,217	Incentive Compensation based on FY21 actual (\$71,022); Non-Cash Compensation is parking
		General Revenue	\$116,450	5.43%								\$116,450	Also has faculty appointment
			<u>\$232,900</u>	<u>3.51%</u>		<u>\$0</u>	<u>\$21,000</u>	<u>\$0</u>	<u>\$0</u>	<u>\$71,022</u>	<u>\$745</u>	<u>\$325,667</u>	
Dandekar, Priya	Associate Vice President, Surgical Services University Hospitals	Designated	\$267,285	4.00%		\$40,000				\$16,660	\$1,505	\$325,450	Incentive Compensation based on FY21 actual (\$16,660); Non-Cash Compensation is parking
Carter, Bart	Assistant Vice President, Animal Resource Center	Service	\$319,434	3.00%						\$720	\$745	\$320,899	Phone (\$720); Non-Cash Compensation is parking
Rottman, Courtney	Chief of Staff, Office of the President	Designated	\$278,100	16.64%		\$36,050				\$720	\$2,907	\$317,777	Phone (\$720); Non-Cash Compensation is parking
		General Revenue	\$0	-100.00%								\$0	Hired 9-14-20
			<u>\$278,100</u>	<u>3.00%</u>		<u>\$0</u>	<u>\$36,050</u>	<u>\$0</u>	<u>\$0</u>	<u>\$720</u>	<u>\$2,907</u>	<u>\$317,777</u>	
McLarty, Christopher	Associate Vice President and Chief Nursing Officer, Ambulatory Services	Designated	\$260,000	20.93%		\$35,000				\$20,425	\$1,505	\$316,930	Incentive Compensation based on FY21 actual (\$20,425); Non-Cash Compensation is parking
Sulistio, Melanie	Associate Dean, Student Affairs	Designated	\$277,200	3.51%		\$15,000				\$14,497		\$306,697	Incentive Compensation based on FY21 actual (\$14,497) Also has faculty appointment

**Higher Education - Administrative Accountability Report  
Special Provisions, Sec. 5 - Fiscal Year 2022**

**The University of Texas Southwestern Medical Center**

Institution Code: 729

A Name	B Position	C Funding Source	D Salary (9.1.2021)	E Percentage Salary Increase Over Prior Year	F Nonsalary Benefits FY 2022						L Total Compensation	M Explanation / Comments		
					G Cash Bonuses	H Practice Plan Benefits	I Housing Allowance	J Car Allowance	K Other	K Non-Cash Compensation				
Mishra, Heather	Associate Vice President, Academic and Administrative Information Systems	Designated	\$248,584	12.93%		\$30,000				\$23,333	\$1,505	\$303,422	Incentive Compensation based on FY21 actual (\$23,333); Non-Cash Compensation is parking	
Wiles, Charles Preston	Assistant Dean, Student and Resident Mental Health and Wellness	Designated	\$273,000	4.00%		\$25,000						\$298,000	Also has faculty appointment	
Pfeifer, Dennis	Assistant Vice President and Chief Technology Officer, Health System	Designated	\$267,500	3.00%						\$18,352	\$745	\$286,597	Incentive Compensation based on FY21 actual (\$18,352); Non-Cash Compensation is parking Also has faculty appointment	
Guerra, Juan	Vice President, Facilities Management	Designated	\$256,929	4.75%		\$12,560				\$13,470	\$2,907	\$285,866	Incentive Compensation based on FY21 actual (\$12,750); Phone (\$720); Non-Cash Compensation is parking	
Williamson, Jon	Dean, School of Health Professions	Designated	\$20,486	-43.31%		\$25,000				\$720	\$2,907	\$49,113	Phone (\$720); Non-Cash Compensation is parking	
		General Revenue	\$235,014	9.64%									\$235,014	Also has faculty appointment
			\$255,500	2.00%	\$0	\$25,000	\$0	\$0	\$720	\$2,907			\$284,127	
Flores, Kathryn Ann	Assistant Vice President, Chief Information Officer, University Hospitals	Designated	\$257,898	3.00%						\$17,694	\$745	\$276,337	Incentive Compensation based on FY21 actual (\$17,694); Non-Cash Compensation is parking	
Cobb, Charles	Associate Vice President, Supply Chain Management	Designated	\$234,067	4.00%						\$40,500	\$1,505	\$276,072	Incentive Compensation based on FY21 actual (\$40,500); Non-Cash Compensation is parking	
Yin, Helen	Associate Dean, Office of Women's Careers	Designated	\$150,960	2.99%		\$20,000					\$2,907	\$173,867	Non-Cash Compensation is parking	
		General Revenue	\$50,320	2.99%								\$50,320	Also has faculty appointment	
		Restricted	\$50,320	2.99%									\$50,320	
			\$251,600	2.99%	\$0	\$20,000	\$0	\$0	\$0	\$2,907			\$274,507	
Nesbitt, Shawna	Associate Dean, Student Diversity and Inclusion	Designated	\$239,200	88.20%		\$27,000				\$4,781	\$2,907	\$273,888	Incentive Compensation based on FY21 actual (\$4,781); Non-Cash Compensation is parking	
		General Revenue	\$0	-100.00%									\$0	Also has faculty appointment
			\$239,200	4.00%	\$0	\$27,000	\$0	\$0	\$4,781	\$2,907			\$273,888	
Zinn, Andrew	Dean, Graduate School of Biomedical Sciences	Designated	\$242,538	100.00%		\$20,000				\$720	\$2,907	\$266,165	Phone (\$720); Non-Cash Compensation is parking	
		General Revenue	\$5,862	-97.57%									\$5,862	Also has faculty appointment
			\$248,400	2.99%	\$0	\$20,000	\$0	\$0	\$720	\$2,907			\$272,027	
Doren, Jennifer	Associate Vice President, Health System Administration Communications	Designated	\$218,400	4.00%		\$30,000				\$20,887	\$1,505	\$270,792	Incentive Compensation based on FY21 actual (\$20,167); Phone (\$720); Non-Cash Compensation is parking Promoted from Director 1-1-21	

**Higher Education - Administrative Accountability Report  
Special Provisions, Sec. 5 - Fiscal Year 2022**

**The University of Texas Southwestern Medical Center**

Institution Code: 729

A	B	C	D	E	F	G	H	I	J	K	L	M
Name	Position	Funding Source	Salary (9.1.2021)	Percentage Salary Increase Over Prior Year	Nonsalary Benefits FY 2022						Total Compensation	Explanation / Comments
					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation		
Holroyd, Ashley	Associate Vice President, Health System Quality Operations	Designated	\$231,975	3.10%		\$20,000			\$16,660	\$1,505	\$270,140	Incentive Compensation based on FY21 actual (\$16,660); Non-Cash Compensation is parking
Ross, Elliott	Associate Dean, Basic Research	Designated General Revenue	\$0 \$230,000 \$230,000	0.00% 0.00% 0.00%		\$40,000					\$40,000 \$230,000 \$270,000	Promoted to Assoc Dean from Asst Dean on 7-1-21 Also has faculty appointment
Marks, Megan	Assistant Vice President, Sponsored Programs Administration	Designated	\$240,983	3.25%					\$28,000	\$745	\$269,728	Incentive Compensation based on FY21 actual (\$28,000); Non-Cash Compensation is parking
Desai, Kajal	Assistant Vice President, Radiation Oncology Services	Designated	\$222,095	3.30%		\$25,000			\$10,413	\$745	\$258,253	Incentive Compensation based on FY21 actual (\$10,413); Non-Cash Compensation is parking
Kramer, Alan	Assistant Vice President, Health Systems Emerging Strategies	Designated	\$221,450	3.00%					\$33,250	\$745	\$255,445	Incentive Compensation based on FY21 actual (\$33,250); Non-Cash Compensation is parking
Kellough Jr., Kenneth	Assistant Vice President, Budget and Resource Planning	Designated	\$246,463	3.25%					\$7,860	\$745	\$255,068	Incentive Compensation based on FY21 actual (\$7,500); Phone (\$360) Non-Cash Compensation is parking
Leary, Sharon	Assistant Vice President, Accounting and Fiscal Services	Designated	\$246,474	3.00%					\$6,000	\$745	\$253,219	Incentive Compensation based on FY21 actual (\$6,000); Non-Cash Compensation is parking
Cohen, Brian	Assistant Vice President, Pharmacy Services	Designated	\$216,299	3.00%		\$25,000			\$11,133	\$745	\$253,177	Incentive Compensation based on FY21 actual (\$10,413); Phone (\$720) Non-Cash Compensation is parking
Canales, Denise	Assistant Vice President, Technology Commercialization	Designated	\$230,625	2.50%					\$20,820	\$745	\$252,190	Incentive Compensation based on FY21 actual (\$20,820); Non-Cash Compensation is parking Promoted from Director on 11-1-20
Satarino, Michael	Assistant Vice President, Business Development	Designated	\$221,450	3.00%					\$29,155	\$745	\$251,350	Incentive Compensation based on FY21 actual (\$29,155); Non-Cash Compensation is parking
McLaughlin, Donald	Assistant Vice President, Support Services University Hospitals	Designated	\$208,000	4.00%		\$25,000			\$12,495	\$745	\$246,240	Incentive Compensation based on FY21 actual (\$12,495); Non-Cash Compensation is parking
Farmer, Suzanne	Assistant Vice President, Organizational Development and Training	Designated	\$234,500	2.99%		\$10,300				\$745	\$245,545	Non-Cash Compensation is parking Also has faculty appointment
Toney, Sherri	Assistant Vice President, Employee Relations	Designated	\$221,728	13.30%		\$22,172				\$745	\$244,645	Non-Cash Compensation is parking
Thielemann, Laura	Associate Vice President, Cardiovascular Services	Designated	\$198,550	4.50%		\$30,000			\$13,220	\$1,505	\$243,275	Incentive Compensation based on FY21 actual (\$12,500); Phone (\$720) Non-Cash Compensation is parking

**Higher Education - Administrative Accountability Report  
Special Provisions, Sec. 5 - Fiscal Year 2022**

**The University of Texas Southwestern Medical Center**

Institution Code: 729

A Name	B Position	C Funding Source	D Salary (9.1.2021)	E Percentage Salary Increase Over Prior Year	F Nonsalary Benefits FY 2022						K Non-Cash Compensation	L Total Compensation	M Explanation / Comments
					F Cash Bonuses	G Practice Plan Benefits	H Housing Allowance	I Car Allowance	J Other	K Non-Cash Compensation			
Galindo, Rene	Associate Dean, Medical Student Research	Designated	\$42,617	6.58%							\$745	\$73,362	Non-Cash Compensation is parking
		General Revenue	\$117,358	2.60%								\$117,358	Also has faculty appointment
		Restricted	\$49,825	1.01%								\$49,825	
			<u>\$209,800</u>	<u>2.99%</u>	<u>\$0</u>	<u>\$30,000</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$745</u>	<u>\$240,545</u>	
Sendelbach, Dorothy	Assistant Dean, Undergraduate Medical Education	Designated	\$213,200	3.50%			\$19,500			\$6,180	\$745	\$239,625	Incentive Compensation based on FY21 actual (\$6,180); Non-Cash Compensation is parking Also has faculty appointment
Levy, Jodi	Assistant Vice President, Administrative Systems	Designated	\$223,496	3.51%						\$15,257	\$745	\$239,498	Incentive Compensation based on FY21 actual (\$15,257); Non-Cash Compensation is parking
England, Victoria	Associate Chief Nursing Officer, Nursing Excellence	Designated	\$210,330	5.00%			\$15,000			\$12,495	\$745	\$238,570	Incentive Compensation based on FY21 actual (\$12,495); Non-Cash Compensation is parking
Cryer, Byron Leon	Associate Dean, Faculty Development	Designated	\$210,528	2.99%			\$20,000				\$1,505	\$232,033	Non-Cash Compensation is parking 68% FTE Also has faculty appointment
McKeen, Timothy	Assistant Vice President, Network Infrastructure	Designated	\$216,300	3.00%						\$10,366	\$745	\$227,411	Incentive Compensation based on FY21 actual (\$10,366); Non-Cash Compensation is parking
Zippi, Pamela	Assistant Vice President, Market Development Strategy	Designated	\$225,000	0.00%							\$745	\$225,745	Non-Cash Compensation is parking Hired 8-16-21
Dennis, Vicki	Associate Vice President, O'Donnell Brain Institute	Designated	\$0	0.00%						\$7,760	\$1,505	\$9,265	Incentive Compensation based on FY21 actual (\$7,760); Non-Cash Compensation is parking
		General Revenue	\$216,300	47.14%								\$216,300	
		Restricted	\$0	-100.00%								\$0	
			<u>\$216,300</u>	<u>3.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$7,760</u>	<u>\$1,505</u>	<u>\$225,565</u>		
Rasmus, Sara	Assistant Vice President, Human Resources Strategic Initiatives	Designated	\$206,876	3.00%						\$17,075	\$745	\$224,696	Incentive Compensation based on FY21 actual (\$17,075); Non-Cash Compensation is parking
Weigle, David	Assistant Dean	Designated	\$0	0.00%			\$21,000				\$745	\$21,745	Non-Cash Compensation is parking
		General Revenue	\$197,100	2.98%								\$197,100	Also has faculty appointment
			<u>\$197,100</u>	<u>2.98%</u>	<u>\$0</u>	<u>\$21,000</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$745</u>	<u>\$218,845</u>		
Gill, Travis	Assistant Vice President, Institutional Equity and Accountability	Designated	\$195,700	3.00%			\$10,000			\$9,500	\$745	\$215,945	Incentive Compensation based on FY21 actual (\$9,500); Non-Cash Compensation is parking
Bennett, Scott	Associate Vice President, Solid Organ Transplant	Designated	\$170,566	3.50%			\$30,000			\$13,215	\$1,505	\$215,286	Incentive Compensation based on FY21 actual (\$12,495); Phone (\$720) Non-Cash Compensation is parking

**Higher Education - Administrative Accountability Report  
Special Provisions, Sec. 5 - Fiscal Year 2022**

**The University of Texas Southwestern Medical Center**

Institution Code: 729

A Name	B Position	C Funding Source	D Salary (9.1.2021)	E Percentage Salary Increase Over Prior Year	F Nonsalary Benefits FY 2022						L Total Compensation	M Explanation / Comments	
					F Cash Bonuses	G Practice Plan Benefits	H Housing Allowance	I Car Allowance	J Other	K Non-Cash Compensation			
Esquivel, Ruben	Vice President, Community and Corporate Relations	Designated	\$89,080	3.00%						\$720	\$2,907	\$106,921	Phone (\$720) Non-Cash Compensation is parking
		General Revenue	\$108,875	3.00%								\$108,875	
			\$197,955	3.00%	\$0	\$14,214	\$0	\$0	\$720	\$2,907	\$215,796		
Radicioni, Wade	Assistant Vice President, Academic and Business Operations	Designated	\$215,000	0.00%							\$745	\$215,745	Non-Cash Compensation is parking Promoted on 4-1-21
Griffith, Patrice	Interim Assistant Vice President, Service Excellence and Strategic Initiatives	Designated	\$211,150	3.00%							\$745	\$211,895	Non-Cash Compensation is parking Promoted on 2-2-21
Adams-Guess, Shashea	Assistant Vice President, Planning and Advancement Services	Designated	\$194,763	4.50%			\$15,000				\$745	\$210,508	Non-Cash Compensation is parking
Porter, Joan	Associate Vice President, Legal Affairs	Designated	\$206,092	3.00%							\$1,505	\$207,597	Non-Cash Compensation is parking
Pritt, Stacy	Assistant Vice President, COI and IACUC	General Revenue	\$196,735	-1.93%								\$196,735	Also has faculty appointment
		Restricted	\$9,865	100.00%								\$9,865	
			\$206,600	2.99%	\$0	\$0	\$0	\$0	\$0	\$0	\$206,600		
Smith, Scott	Associate Dean, School of Health Professions	General Revenue	\$177,439	27.53%								\$177,439	Non-Cash Compensation is parking Also has faculty appointment
		Restricted	\$7,961	-48.51%		\$20,000					\$745	\$28,706	
			\$185,400	19.92%	\$0	\$20,000	\$0	\$0	\$0	\$745	\$206,145		
McGhee, Diane	Assistant Vice President, Strategic Communications Outreach		\$199,836	2.48%						\$4,029	\$745	\$204,610	Incentive Compensation based on FY21 actual (\$4,029); Non-Cash Compensation is parking Promoted on 6-1-21
Bell, Melody	Assistant Vice President, Academic Information Systems	Designated	\$190,507	5.78%						\$12,727	\$745	\$203,979	Incentive Compensation based on FY21 actual (\$12,727); Non-Cash Compensation is parking
Brown, Bruce	Associate Vice President, Safety and Business Continuity	Designated	\$195,813	5.70%							\$1,505	\$197,318	Non-Cash Compensation is parking
Thurman, Sahara	Assistant Vice President, Systems and Operations	Designated	\$195,700	3.00%							\$745	\$196,445	Non-Cash Compensation is parking Promoted on 2-22-21
Lewis, Marcus	Chief of Police	Designated	\$0	-100.00%						\$720		\$720	Phone (\$720)
		Auxiliary	\$195,700	100.00%								\$195,700	
			\$195,700	24.97%	\$0	\$0	\$0	\$0	\$720	\$0	\$196,420		
Goldin Darrin	Assistant Vice President, Development	Designated	\$180,506	3.50%			\$15,000				\$745	\$196,251	Non-Cash Compensation is parking
Ranjan, Aveen	Assistant Vice President, Digital Eng Strategic Initiatives	Designated	\$190,000	0.00%							\$745	\$190,745	Non-Cash Compensation is parking Promoted on 6-1-21

**Higher Education - Administrative Accountability Report  
Special Provisions, Sec. 5 - Fiscal Year 2022**

**The University of Texas Southwestern Medical Center**

Institution Code: 729

A Name	B Position	C Funding Source	D Salary (9.1.2021)	E Percentage Salary Increase Over Prior Year	F Nonsalary Benefits FY 2022						L Total Compensation	M Explanation / Comments
					G Cash Bonuses	H Practice Plan Benefits	I Housing Allowance	J Car Allowance	K Other	K Non-Cash Compensation		
Vanderhill, Thea	Assistant Vice President, Clinical Design Tran Planning	Designated	\$189,000	5.00%						\$745	\$189,745	Non-Cash Compensation is parking Promoted on 12-6-20
Oilepo, Rhonda	Assistant Vice President, Human Research Administration	Designated	\$37,595	106.00%						\$720	\$745	Phone (\$720) Non-Cash Compensation is parking
		General Revenue	\$150,380	-8.44%							\$150,380	Promoted on 2-1-21
			\$187,975	3.00%	\$0	\$0	\$0	\$0	\$720	\$745	\$189,440	
Lehrman, Mark	Assistant Dean, Academic Facilities and Resource Planning	General Revenue	\$161,200	10.18%		\$20,000					\$181,200	Also has faculty appointment
Cronjaeger, Archana	Assistant Vice President, Facilities Management	Designated	\$169,592	3.65%						\$720	\$745	Phone (\$720) Non-Cash Compensation is parking
Street, Nancy	Associate Dean, Graduate School	Designated	\$166,800	100.00%						\$720	\$745	Phone (\$720) Non-Cash Compensation is parking
		General Revenue	\$0	-100.00%							\$0	Also has faculty appointment
			\$166,800	3.22%	\$0	\$0	\$0	\$0	\$720	\$745	\$168,265	
Drake, James	Assistant Vice President, Academic Planning and Assessment	Designated	\$0	0.00%						\$973	\$745	Incentive Compensation based on FY21 actual (\$973); Non-Cash Compensation is parking
		General Revenue	\$157,075	3.00%							\$157,075	
			\$157,075	3.00%	\$0	\$0	\$0	\$0	\$973	\$745	\$158,793	
Krumwiede, Kimberly	Associate Dean, Academic Affairs, School of Health Professions	Designated	\$0	0.00%		\$34,000					\$745	\$34,745 Non-Cash Compensation is parking
		General Revenue	\$122,300	3.03%							\$122,300	Also has faculty appointment
			\$122,300	3.03%	\$0	\$34,000	\$0	\$0	\$0	\$745	\$155,045	
Bradley-Guidry, Carolyn	Assistant Dean, Diversity, Inclusion and Equity Affairs, School of Health Professions	Designated	\$139,893	-0.36%		\$10,000					\$745	\$150,638 Non-Cash Compensation is parking Also has faculty appointment
		General Revenue	\$4,707	100.00%							\$4,707	Promoted on 1-6-21
			\$144,600	2.99%	\$0	\$10,000	\$0	\$0	\$0	\$745	\$155,345	
Gonzalez, Kelly	Assistant Vice President, Library Services	Designated	\$0	-100.00%							\$745	\$745 Non-Cash Compensation is parking
		General Revenue	\$139,200	100.00%							\$139,200	Also has faculty appointment
			\$139,200	3.03%	\$0	\$0	\$0	\$0	\$0	\$745	\$139,945	
Diaz Vazquez, Arnaldo	Assistant Dean, Graduate School	Designated	\$125,000	0.00%							\$125,000	Also has faculty appointment Hired 1-4-21

**Higher Education - Administrative Accountability Report  
Special Provisions, Sec. 5 - Fiscal Year 2022**

**The University of Texas Southwestern Medical Center**

Institution Code: 729

A Name	B Position	C Funding Source	D Salary (9.1.2021)	E Percentage Salary Increase Over Prior Year	F Nonsalary Benefits FY 2022						K Non-Cash Compensation	L Total Compensation	M Explanation / Comments	
					F Cash Bonuses	G Practice Plan Benefits	H Housing Allowance	I Car Allowance	J Other	K Non-Cash Compensation				
Ravnik, Stuart	Associate Dean, Graduate School	Designated	\$0	0.00%						\$720	\$745	\$1,465	Phone (\$720)	
		General Revenue	\$116,400	3.01%								\$116,400	Non-Cash Compensation is parking	
			\$116,400	3.01%	\$0	\$0	\$0	\$0	\$720	\$745	\$117,865	Also has faculty appointment		
Gardner, Lisa	Assistant Dean, Graduate School	Designated	\$0	0.00%							\$745	\$745	Non-Cash Compensation is parking	
		General Revenue	\$106,100	3.31%								\$106,100	Also has faculty appointment	
			\$106,100	3.31%	\$0	\$0	\$0	\$0	\$0	\$745	\$106,845			
Lundsteen, Natalie	Assistant Dean, Career and Professional Development	Designated	\$0	-100.00%							\$745	\$745	Non-Cash Compensation is parking	
		General Revenue	\$105,100	106.48%								\$105,100	Also has faculty appointment	
			\$105,100	3.24%	\$0	\$0	\$0	\$0	\$0	\$745	\$105,845			
Russell, David	Vice Provost and Dean, Research	Designated	\$91,550	-69.91%							\$2,907	\$94,457	1 month as Vice Provost; 11 months as Temp	
		General Revenue	\$901	-91.41%								\$901	Non-Cash Compensation is parking	
		Restricted	\$3,602	-89.70%									\$3,602	Also has faculty appointment
			\$96,053	-72.53%	\$0	\$0	\$0	\$0	\$0	\$0	\$2,907	\$98,960		
Brekken, Deirdre	Associate Dean, Graduate School	Designated	\$0	-100.00%							\$745	\$745	Non-Cash Compensation is parking	
		General Revenue	\$97,500	106.31%								\$97,500	Also has faculty appointment	
			\$97,500	3.15%	\$0	\$0	\$0	\$0	\$0	\$745	\$98,245	85% FTE		
Michaely, Peter	Assistant Dean, Undergraduate Medical Education, Basic Science	Designated	\$74,200	3.06%		\$22,500						\$96,700	Also has faculty appointment	
Alexander, Drew Wilson	Assistant Dean, Community Affairs	Designated	\$0	0.00%							\$745	\$745	Non-Cash Compensation is parking	
		General Revenue	\$7,000	0.00%								\$7,000	Also has faculty appointment	
			\$7,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$745	\$7,745	9% FTE		